

WAGE AGREEMENT

Between

**UNITED MINE WORKERS OF AMERICA
DISTRICT No. 18
LOCAL 7297**

and

**THE CANMORE MINES LTD.
CANMORE, ALBERTA**

Effective July 3rd, 1967



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AGREEMENT

AGREEMENT entered into between:

UNITED MINE WORKERS OF AMERICA, DISTRICT NO. 18,
LOCAL 7297,

of the First Part

— and —

THE CANMORE MINES, LIMITED, Canmore, Alberta,

of the Second Part

IT IS HEREBY MUTUALLY UNDERSTOOD AND AGREED that the following conditions and rates shall govern the parties hereto from the Third Day of July, A.D. 1967 to the Second Day of July, A.D. 1969.

The parties to this Agreement will meet in Joint Conference ninety (90) days prior to the expiry date to discuss a renewal thereof.

There shall be no strike, slowdown, stoppage of work or lockout during the life of this Agreement.

There shall be no deliberate limitation of production, either by direct or coercive methods on the part of the miners and mine workers, and any person or persons party to such practice shall be subject to summary discharge.

MANAGEMENT OF MINE

The right to hire and discharge, the management of the mine and the direction of the working forces are vested exclusively in the Company, and the United Mine Workers of America shall not abridge this right.

EMPLOYEES NOT UNDER JURISDICTION

All employees connected with the management of the mine are not to be under the jurisdiction of the United Mine Workers of America or to be members thereof, and shall include the following:

Mine Manager or Superintendent, Overmen or Assistant Overmen, Fire Bosses, Boss Driver, Stable Boss, Master Mechanic, Electricians, Weighman, Head Carpenter, Head Blacksmith, Tipple or Breaker Foreman, Loader Boss, Night Watchman, Coke Oven Foreman, Outside Foreman, Wet and Dry Washery Foreman and all technicians, office staff, time-keepers, coal inspectors and Head Lampman.

NOTE: The Company will not abuse the Provisions of this Clause and "Foremen" will not be employed in this capacity unless there is a reasonable amount of supervision involved.

CHECK-OFF

This contract is made and entered into for the sole use of the United Mine Workers of America and The Canmore Mines Ltd. All men who work in and around the Mines who are eligible to become members of the United Mine Workers of America shall join that organization, and sign the check-off for all dues, assessments and fines.

The membership dues including initiation fees, fines and assessments of the United Mine Workers of America as authorized and approved in writing by the Local Union, shall be checked off the wages of the employees by the operators covered by this contract, and shall be remitted by the operators, to the properly designated officer of the United Mine Workers of America. Such remittance shall be accompanied by an itemized statement showing the name of each employee and the amount checked off for dues, initiation fees, assessments and fines.

FORM OF ORDER

_____19_____

To _____

I authorize and empower you to deduct and pay to the Secretary of District No. 18 United Mine Workers of America, or such person as that official may designate, from my earnings from month to month the sum of Five Dollars (\$5.00) for dues, fines and assessments (and where designated in addition the sum of Ten Dollars (\$10.00) per month for five months until a total of Fifty Dollars (\$50.00) has been paid for initiation fees) or such less amounts as may be designated by the Secretary of the District or such other person as he may appoint by Order.

Signed _____

Witness _____

SETTLEMENT OF LOCAL AND GENERAL DISPUTES

(a) In case any disputes or grievances arise under the agreement or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company or by any person or persons employed, or by the men as a whole, the parties shall endeavour to settle the matter as hereinafter provided. But before any grievances or disputes are submitted to the Pit Committee, the person or persons affected shall endeavour by personal application to the Overman, Assistant Overman or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing, their decision shall be final.

Where a workman is making personal application as referred to above, and wishes to be accompanied by one member of the Pit Committee, he shall be permitted to do so.

(b) In case of any local dispute arising in any mine and failure to agree between the Overman, Assistant Overman or Foreman in charge of the work where the dispute arises and any employee, the Pit Committee and Mine Superintendent or Mine Manager shall endeavour to settle the matter, and if they agree, their decision shall be final.

(c) In the event of the failure of the Pit Committee and the Mine Superintendent or Mine Manager to settle any dispute so referred to them, as well as in the event of other disputes arising, the matter in dispute shall be referred in writing to the Managing Director of The Coal Operators' Association of Western Canada and the President of District 18, United Mine Workers of America, who shall meet as soon as practicable, and not in any event later than fourteen (14) days, with a joint committee of six (6) composed of the Managing Director of the Association, the General Manager or General Superintendent of the mine where the dispute arose and another appointed by him, the President of District 18, the President or Secretary of the Local where the dispute arose and one other District officer. If they agree, their decision shall be binding on both parties. In the event of their failure to agree, they shall endeavour to select an Independent Chairman, and failing to agree upon one, the Managing Director of the Association and the President of the District shall request the Minister of Labour of the Government of the Province of Alberta to appoint such Chairman. The decision of the Committee thus constituted shall be binding on both parties.

(d) In the meantime, and in all cases while disputes are being investigated and settled, the employee involved must continue to work pending investigation and until final decision has been reached, but where an employee has been discharged, he shall not remain in the employ of the Company while his case is being investigated and settled. If a claim be made within five (5) days where an employee has been unjustly discharged, the case shall be dealt with according to

this Article, and if it is proven that he had been unjustly dealt with, he shall be reinstated.

If a claim is made for compensation for time lost, in cases where reinstatement has followed, it shall be left to the Joint Committee as provided for in subsection (c) to decide what amount (if any) is to be paid.

(e) Any breach of this agreement by any of the parties hereto is not to void the said agreement, but the same is to be continued in full force and effect.

(f) If the Managing Director of the Association or the President of the District is unable, on account of sickness or absence from the district, to attend to the duties hereinbefore set out, these shall be assumed by either the President or Vice-President of the Association and by either the Vice-President or Secretary of the District, or by their nominees within the respective organizations. Due notice shall be sent immediately by either party to the other.

(g) Settlements and decisions that have been made and are in effect may be introduced on their merits as matters of reference in taking up disputes during the life of this agreement.

If the United Mine Workers and the Association agree upon a proper person to be appointed as Chairman for a term certain, then such person shall be the Chairman as required by Section (c) above.

The expenses involved in the above arrangement shall be shared on an equal basis by both parties.

DUTIES OF PIT COMMITTEE

The Pit Committee shall be a committee of three (3) in each mine or other plant covered by this Agreement, selected by the employees working at such mine or other plant from among their own number, except that one (1) member may be a checkweighman or an officer of the Local Union, not necessarily an employee, but he must previously have been

selected as checkweighman or officer from amongst the employees of such mine or plant. Due notice of such selection, properly certified in writing, shall be given to the Company.

Where more than one mine is included in a Local Union the preceding paragraph shall be interpreted to mean that the Secretary of the Local Union may act on the Pit Committee, provided, however, that he must previously have been selected as Secretary from amongst the employees of one of the mines over which the Local Union has jurisdiction.

The duties of the Pit Committee shall be confined to the settlement of disputes as set out in the preceding clause covering "Settlement of Local and General Disputes" and they shall under no circumstances go around the mines in the discharge of their duties unless by permission of the management.

Where a local dispute is to be taken up with the Mine Superintendent or Mine Manager, twenty-four hours notice in writing and the nature of the dispute shall be given so as to allow time for investigation of the dispute. If mutually agreeable, disputes may be dealt with on shorter notice.

NEW WORK

Whenever any new work arises, a price for which has not been provided for in this Agreement, on the request of the Company or of the miners, a joint committee of six, composed of the Managing Director of the Association, the General Manager or General Superintendent of the mine, where the price is asked for and another appointed by him, the President of District 18, the President or Secretary of the Local where the price is asked for and one other District officer shall meet within fourteen days. If they agree their decision shall be binding upon both parties. In the event of their failure to agree, they shall endeavour to select an Independent Chairman, and failing to agree upon such Chairman, the Managing Director of the Association and the President of the District shall ask the Minister of Labour of the Province of Alberta to appoint such chairman. The decision of the Committee thus constituted shall be binding upon both parties.

Wherever any new system of work is inaugurated or radical change in the present system is made in any mine where there is a contract price fixed thereon, the Company or the employees may ask for a price to be fixed on the work as "New Work," as for example a change from "Longwall" to "Pillar and Stall," or vice versa, shall be considered New Work.

In making a price for New Work the parties shall be guided by existing prices in the same mine or mines in the neighbourhood.

Meantime, if the work is continued until such price has been arranged, all men shall be paid \$20.07 (July 3/68 — \$21.67) per shift.

However, if it is found impracticable to arrive at a Contract Rate for New Work, owing to the system of mining or the use of mechanical equipment or experimental methods, the rate of \$20.07 (July 3/68 — \$21.67) per shift shall be paid.

And further, where an existing Contract Rate has been established and mechanical equipment is in use and is not giving satisfaction, the parties may mutually agree to a day wage basis, the Company rate to be \$20.07 (July 3/68 — \$21.67) per shift.

It is understood and agreed, when a price is required to be set for a new seam or new mine, the same shall be negotiated as provided in the first paragraph in the New Work clause, provided however, if the decision of the Committee so constituted is not unanimous, either party will have the right to appeal to a Board consisting of one representative from each side and presided over by a chairman appointed by the Minister of Labour of the Province of Alberta. The decision of the Board shall be final and binding on both parties.

NEW MACHINERY

As and when new types of equipment are introduced which are not included in the list of classifications contained in the

agreement, the Company shall negotiate with the Union a wage rate for such equipment.

The Company shall have the right to establish a rate to be paid until the regular job rate is finally agreed upon. Every effort will be made to conclude negotiations within thirty days, but, in any event, the rate established shall be retroactive to the day notice in writing is given by either party to commence negotiations.

CONSTRUCTION AND EXTENSIVE REPAIRS

All men working on construction, improvements and extensive repairs shall be members of the United Mine Workers of America, except skilled workers and members of recognized unions. All men working on the aforesaid operations shall not suspend work but shall continue to completion of such work if required to do so by the Company.

The erection of head frames, tipples, breakers, washers, buildings, coke ovens, scales, machinery, railroad tracks and switches, etc., necessary for the completion of a plant, all being in the nature of construction work and extensive repairs or rebuilding of the same class of work, are to be considered as improvements and extensive repairs.

EMPLOYEES TO CARE FOR MINE

In the case of either local or general suspension of mining, either at the expiration of this Agreement or otherwise, the Engineers, Firemen, Pumpmen and coke oven employees shall not suspend work, but shall, when mining is suspended, fully protect all the Company's property under their care, operate fans and pumps, and lower or hoist such men and supplies as may be required to protect the Company's property, and any and all coal required to keep up the steam at the Company's plant, but it is understood and agreed that the Company will not ask them to hoist any coal for sale on the market.

MARKET RESTRICTIONS

It is agreed that District No. 18 United Mine Workers of America will not in any way restrict or interfere with the marketing of coal or coke to any person, firm or corporation.

CONTRACT NOT TO BE VOIDED BY MINERS' CONSTITUTION OR RULES

This contract is in no case to be set aside because of any rule of the United Mine Workers of America now in force or which may hereafter be adopted; nor is this contract to be set aside by reason of any provision in the International, District or Local Constitution.

SUB-CONTRACTING

No sub-contracting shall be allowed in any mine operated by any Company.

FORTY-HOUR WEEK AND OVERTIME

The normal work week shall be five days a week of eight hours a day from Monday to Friday inclusive, and any time worked over eight hours in any one day or over forty hours in any one week shall be paid on the basis of time and one-half and rate and one-half respectively, with the following provisos:

Repair and Maintenance men shall work on the sixth day when required by the Company.

In the event that the mine is idle on any day of the week from Monday through Friday due to circumstances beyond the control of the Company, it is agreed that Saturday shall be considered a production day, and the Company will not be liable for payment of overtime at time and one-half or rate and one-half on Saturday, excepting for those employees who

have worked more than forty hours during the week or more than eight hours on that day.

In no case shall overtime rates be pyramided.

On all continuous employment, swing shifts may be employed and arrangements made between the Company and the Local Union necessary to keep an orderly change of shifts without application of time and one-half rates, but in no case shall the additional time exceed on the average two hours per week.

Men employed on repairs to the mine or machinery and underground supplymen, may at the discretion of the Company start their five-day week on Monday or Tuesday as the case requires.

Nothing under this heading shall be construed to prevent arrangements being made between any company and the Local Union to produce coal on the sixth day at time and one-half and rate and one-half respectively. Provided that on underground mining operations, where a sixth productive day is sought by the Company, it must be understood that all men employed shall be given the opportunity to work on that day.

Stripping operations shall not be permitted to work on the sixth day unless the underground mine operated in connection therewith has worked five days in that week. It being understood that an agreement holiday shall be counted as though it were a work day.

SATURDAY WORK

In the event that a member company deems it necessary to operate on Saturday, it shall, at or before 7:00 p.m. of the preceding Friday, give notice to that effect, and in the event that such notice is not given, the penalty provisions of the Agreement shall not apply to mine workers who fail to work on such Saturday.

PART SHIFTS

The Company agrees that men will not be called out for work unless there is reasonable assurance of at least four hours work; provided however, that accidents, breakdowns of operations or insufficiency of railway cars, occurring beyond the control of the Company shall not be regarded as cause for payment beyond time worked.

However, this shall not be interpreted to mean that the Company can establish a shorter shift than eight hours for surface employees and underground Company men, and if there is no breakdown or absenteeism to the extent of affecting underground operations and the men continue to work beyond four hours time, then they shall be provided work to complete the eight-hour shift or be paid a full eight-hour shift.

This clause shall not apply to men called out for minor repairs or to do chores about the mine.

When a man reports for work, changes his clothes at the mine and is notified by the management that there is no work for him on that shift, he is to be paid two (2) hours wages at his regular rate of pay.

NOTE: It is agreed that the management will give proper consideration to the foregoing provisions of this clause which is to be strictly adhered to.

PENALTY FOR ABSENCE FROM WORK

When an employee absents himself from work for a period of two days, unless through sickness or by first having properly arranged with the Overman or Foreman and obtained his consent, he may be discharged. An employee whose absence from work would cause any stoppage of work must, before absenting himself, properly arrange with or notify the Overman or Foreman of his intended absence, otherwise he may be discharged. An employee who absents himself from work to the extent of three (3) single days in any month may be discharged.

PREFERENCE OF EMPLOYMENT

In case an employee is thrown out of employment unless discharged, he shall be given preference over new men in other mines in the same camp operated by the same company. The company agrees to give company men having Miners' Certificates preference over new men as miners. However, such company men shall allow the management a reasonable time to secure the men for their positions. All outside workers shall be given preference over new men seeking employment underground. Employees' sons shall be given preference of employment over other new men. Seniority rights to prevail in all cases; seniority to start from date of last employment. The foregoing understanding shall be subject in all cases to the ability of the employees to do the work required.

DISABLED WORKMEN

Men having permanent or temporary partial disability received in and around the mines, shall be given preference over other workmen in the class of work they can perform. This clause takes precedence over the seniority clause in the Agreement.

RE-EMPLOYMENT OF MEN WHO LEFT THEIR EMPLOYMENT TO BECOME CHECKWEIGHMEN OR MINERS' LOCAL UNION OFFICIALS

Where the practice exists at present of taking back into employment of a Company, men who left its employment to become checkweighmen or local union officers, it is recommended that this practice be continued.

DIVISION OF WORK

The Company agrees insofar as reasonably practicable, to an equal division of work in their respective mines. In case of a general lay-off or a reduction of working forces, the

Company agrees that the seniority rule will prevail, provided however, that the men coming within the seniority rule are competent to do the work.

ROTATION OF SHIFTS

When any type of work is performed on a multiple shift basis the general principle of shift rotation will be adhered to as far as is practicable.

DUAL CLASSIFICATIONS

In the case of a man working in a dual capacity he shall be paid the rate that is highest for the class of work performed.

DELIVERY OF MATERIAL

In accordance with the Alberta Coal Mines Regulation Act, the Company will at all times deliver an adequate supply of suitable timber, rails, ties, planks, conveyor material and sheet iron at the nearest crosscut to the face of all raise workings, and in places where the regular pit cars go to the working face without being handled by the miner, they shall be delivered on the cars to the working face. In other places across the pitch, timber, rails, ties, planks, conveyor material and sheet iron will be delivered to the mouth of the room.

LOADING OF COAL FROM CHUTES

In pitching seams where chutes are used, the Company will handle all coal placed in the chutes by the miners.

SINGLE SHIFT

The single shift system in rooms and pillars shall be adhered to as far as practicable.

ROCK MINERS

Where a man is engaged on rock work he shall be considered a "Rock Miner" and paid Rock Miner's wages.

If an air drill is used, the driller shall be paid Machine Runner's wages and the Helper paid Machine Runner's Helper's wages. If a jack-hammer is used, the driller shall be paid Rock Miner's wages. The other men shall be classed as miners or laborers as the case may be.

When a man is engaged on work in both rock and coal, if the amount of loose rock is greater than the amount of loose coal, he shall be classed as a "Rock Miner" and where the amount of loose coal is greater than the amount of loose rock, he shall be classed as a "Coal Miner."

BRUSHING

When a man is engaged on brushing, either top or bottom, using the usual drills and tools, he shall be classed as a "Coal Miner."

Timbermen taking out rock while engaged in re-timbering or repairing shall not be classed as Rock Miners.

POWDER

Where explosive supplies are being sold to the miners, they shall be furnished at cost price, which shall include handling, transportation and insurance.

In the event of a dispute arising over the price of powder, the men shall have the right to examine the invoices.

STOPPING OF MINER'S PLACE

When a miner's place is stopped, provided he is still an employee of the Company, he is to be given first preference of said place if it is ever opened up again.

TURN OF CARS

The Company shall, as far as practicable, supply each miner with an equal turn of cars.

WORKING PARTNERS

Contract miners may with the consent of the Management choose their own working partners.

BLASTING

Where in the future blasting is prohibited in a mine, and it can be shown that the earnings of the miner are decreased thereby, the contract rates shall be taken up as under the "New Work" clause and an equitable allowance made.

CHECKWEIGHMEN AND CHECKMEASURERS

The Company will grant the right to the miners to employ checkweighers and checkmeasurers, and will grant the said checkweighers and checkmeasurers every facility, including weigh sheets free of charge, to enable them to render a correct account of all coal weighed or checked, and will allow the cars to be tared from time to time, the machinery to be properly tested from time to time, and will deduct from the wages of all contract miners such amounts as may be designated from time to time, and will pay over the same to the checkweigher or checkweighers, checkmeasurer or checkmeasurers.

MINERS TAKEN TO DO COMPANY WORK

The Company shall pay the sum of \$19.67 (July 3/68 — \$21.27) per day to all miners taken from contract work to do Company work.

MINIMUM RATE

When a miner's working place becomes deficient owing to any abnormal conditions, or where coal in any district becomes so hard as to prevent him from earning the minimum wage of \$19.67 (July 3/68 — \$21.27) per shift, the Company shall pay a sufficient amount to secure him the said minimum, providing he has done a fair day's work. Provided however, consideration shall be given to the pay period in which the deficiency is claimed. This shall not apply where work is performed in two separate places, one being normal and the other abnormal.

The above rate shall be paid exclusive of all charges.

ABNORMAL WEATHER CONDITIONS

In the case where an underground employee is required by the company to perform duties outside of the mine under abnormal weather conditions, the company agrees to provide suitable extra clothing to keep him warm and dry during the performance of such work.

The foregoing shall not apply to any employee engaged in his usual occupation in or about the mine.

WET PLACES

A working place in the mine where water drops from the roof in quantities sufficient to wet a man's clothing or where standing water is over $4\frac{1}{2}$ inches deep shall be considered a wet place. The rate for wet places shall be 75c per day extra for all inside men.

Where water conditions are abnormal either from top or involving continual standing in water, special consideration will be given by the companies to the workmen either in time or money in addition to the 75c per day above referred to.

PAY DAY

Pay day shall be every second Friday: no change to be made in the present method of issuing employee's pay statements. Any employee desiring to leave the service of the Company shall, on his request, be paid all monies due him within two days after his stoppage of work.

RETIREMENT

Where any employee has drawn his time before the regular pay day, he thereby severs his connection with the Company, and any alleged grievance he may have ceases to be a question for consideration under this Agreement. The words, "drawn before the regular pay day" are satisfied by the application of the employee for, and his receipt of, his time check before the regular pay day.

INCOME TAX DEDUCTIONS

All deductions as allowed for tax purposes by the Income Tax Branch will be shown on the employee's earnings slip at the end of each tax year.

EMPLOYEES ACCOMPANYING INJURED WORKMAN

When an employee is ordered by the management to accompany an injured workman, he shall be compensated at Company Rates for time necessarily lost.

However, in the event that a workman is so ordered during the last half of his shift, he shall not be required to return to the mine for the balance of the shift and shall receive payment at Company rates for the full shift.

FUNERALS

In the event of an instantaneous death by an accident in the mine or outside the mine, the miners underground and all other employees may suspend work in the mine where the accident occurred on the day of the accident, but shall resume work on the following day and continue to work until the day of the funeral, when all mines shall be idle.

INSURANCE ON EMPLOYEES' CLOTHING

The Company will insure employees' clothing in the wash-house against loss by fire only to a maximum of Fifty Dollars (\$50.00) in each individual case.

HOUSE COAL

Prices to widows of men who were employees at the time of death same as to employees.

A bona fide householder who is a member of District 18, United Mine Workers of America in receipt of Retirement Benefit, may obtain house coal at employee's rates from the mine from which he retired provided that the said member continues to reside in the immediate area of that mine.

LAMPS AND WASHHOUSE

The Company shall supply the mine workers with lamps, and shall provide their employees with free washhouse facilities.

LEAVE OF ABSENCE

Leave of absence on compassionate grounds and for long journeys will not be unreasonably withheld by the Manage-

ment. However, it must be recognized that for operating reasons the decision with reference to the granting of such applications must be arranged with the Colliery Manager.

HOLIDAYS

The following shall be observed as holidays: New Year's Day, Good Friday, May 1st, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.

Men required to work on any of the above holidays shall be paid at the rate of time and one-half or rate and one-half.

When one of the above mentioned Holidays falls on a Sunday, the day proclaimed by the Dominion Government and/or Provincial Government to be observed as the holiday, shall be recognized as that holiday for the purpose of this section.

HOLIDAYS WITH PAY

1. (a) (i) One day's holiday credit will be granted to any employee who has lost not more than two days during the month. However, if any employee averages 20 working shifts per month during the year, he will be entitled to 12 days' holiday with pay.

(a) (ii) A maximum of 12 days' pay may be earned, but holidays must be taken within a period of two weeks.

(a) (iii) Employees with ten years service with the Company who earn 12 holiday credits during the year will be granted fifteen days holidays with pay.

(b) The basic period for holiday computation shall be established as the twelve months ending March 31st in any year.

(c) All holidays earned in the year or part of the year ending at March 31st will be due to be taken by the employee at any time during the following twelve months.

The Company will have the right to close down the mine for a two weeks' period for the purpose of giving men holidays with pay, but the period at which this would be done would be mutually arranged between the Company and the Local Union.

In the matter of employing men during the shutdown period —

Preference should be given to men who may desire to take their holidays at some other time.

Men retained in employment should be permitted to take holidays at such other time as could be mutually arranged.

All of the foregoing would be subject to the ability of the men to do the work required.

(d) No person shall be qualified for holidays with pay until he has completed twelve months' continuous employment with the Company. Men who have not been in the employ of the Company for the full 12 months period ending March 31st, will be given credit for holidays earned up to that date. Such holidays to be taken only after completing twelve months' employment.

The Company shall post a holiday credit list in the wash-house monthly.

(e) The holiday rates of pay for all employees shall be the normal basic daily rates of pay for the classification in which they were employed during the month in which the holiday credit was earned.

2. With respect to causes beyond the control of the employee, the following shall apply:

(a) Where an employee is engaged in examination of the mine under Section 60 (1) of the Alberta Mines Act, he shall be considered as not being absent from his employment.

(b) When an employee, being an officer of the Local Union or member of a Pit Committee under the Agreement, is, by arrangement with the management, absent from his

regular employment for the purpose of discussing with the management, or with a joint Committee constituted under the provisions of the Agreement, disputes arising under the Agreement, he shall be considered as not being absent from his employment.

(c) If a mine is idle on account of mine disability or lack of orders, employees shall be credited with this as a day worked providing they have not refused to perform work allotted to them. It should be here noted that this is also invariably not within the control of the employer and he is being penalized for a matter not within his control.

(d) Where employees work a short shift because of mine disability they will be considered as having worked a full day for holiday qualification purposes.

(e) Where employees leave their work of their own volition before the end of the normal shift and have not completed the work allotted to them, they shall be credited only with the time worked.

It should be noted that Clause 1 (a) (i) has been amended to allow an additional four hours for time lost under this Clause.

(f) Where a mine is ready for work and men do not turn out in sufficient number to operate the mine, the Company will assume no responsibility for holiday credits for any men who may be compelled to return home.

(g) A day as referred to herein shall be a shift of eight (8) hours worked; overtime worked beyond eight (8) hours shall be credited to the days worked in qualifying for holidays.

(h) Where leave of absence has been granted by the Mine Manager for legitimate reasons satisfactory to himself, such absence shall be counted as time worked.

Responsibility for holiday credits under this clause shall be limited to two days' leave.

(i) Where a man normally employed by the Company acts as relief checkweighman or checkmeasurer and the com-

bined days worked in any month would qualify him for holiday allowance, the Company will accept such qualification and carry its proportion of the cost of holidays so granted, the balance to be borne by the checkweigh fund.

(j) In the event an employee is laid off subsequent to the fifteenth day of any month, he will be entitled to receive a holiday credit for that month, provided he has not lost more than eight (8) hours of the working time available to him up to and including the day of his layoff and he has complied with all of the other requirements of the Holidays with Pay Agreement necessary to obtain a holiday credit.

3. Limitation regarding sickness and compensation:

(a) In cases of legitimate illness attested to by a doctor's certificate, a loss of not more than three (3) days in any one calendar month shall be considered as working time, and in compensation cases, a loss of not more than twelve (12) days in any one month shall be so considered for the purpose of this section.

(b) In the case of a man being off sick or on compensation for a lengthy period as well as in cases where men are laid off work and subsequently rehired, this shall not be considered as having terminated his employment in calculating the twelve consecutive months of employment, neither shall holiday credits be allowed him during his lay-off. This shall not apply to mine disability.

4. Subject to Section 1 (c): Preference will be given in the taking of holidays to the order in which applications are received for any specific dates, but it must be recognized that for operating reasons the decision with reference to the granting of such application must be arranged with the Colliery Manager.

5. (a) Should an employee not wish to take his holidays during the year following that in which they were earned, he could choose to let them accumulate and take all of his holidays at the end of the two-year period.

(b) Those mine workers receiving holiday pay must take such holidays. The holiday period for each employee shall be

approved by the management as provided for under Sec. 4 of the Holidays with Pay Agreement.

6. (a) Holidays taken under this Agreement will not be credited as working days but as compensation, any days worked in excess of the number required to qualify for a holiday credit will be accumulated throughout the year and credited to the month in which holidays were taken.

(b) When an employee earns more than twelve (12) days holiday credit those extra days taken as holidays shall be credited as days worked for the purpose of calculating holiday pay. Those employees that earn fifteen (15) days holiday will be credited five (5) days as worked for the purpose of calculating holiday pay.

7. Any employee who has completed 12 months' continuous service with the Company and then leaves the service of the Company for any reason whatsoever, shall be paid all holiday credits earned under this Agreement up to the day of his leaving the employ of the Company.

8. Disputes arising hereunder will be adjusted or settled under the machinery of our Agreement for the settlement of disputes.

PAID HOLIDAYS

Each employee will be paid for January First, Good Friday, May 1st (effective 1969), Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, November Eleventh and Christmas Day, subject to the following conditions:

(a) He has been in the employ of the company for at least one calendar year.

(b) In the case of a man being absent from work because of sickness or being on compensation for a lengthy period, as well as in cases where men are laid off and subsequently rehired, this shall not be considered as having terminated his employment in calculating the twelve consecutive months of employment.

(c) Paid holidays to be effective regardless of the day of the week on which they fall.

(d) The employee works a full shift on the first day available to him immediately preceding the holiday and on the first day available to him immediately following the holiday.

(e) It is hereby agreed that an employee will not be penalized in the matter of Holidays with Pay or Paid Holidays for absences incurred on the afternoon shift of Christmas Eve or New Year's Eve.

(f) The rate of pay for these Holidays will be the basic daily wage rate for the classification in which he is employed.

(g) Employees who work on any of the above mentioned Holidays at time and one-half rates will be paid an additional shift for the Holiday provided they have complied with the paragraphs above.

(h) Continuous service employees who work on any of the above mentioned Holidays and who have been paid heretofore time and one-half for the Holiday work, will be paid at two and one-half times their basic rate for the Holiday, provided they have complied with the paragraphs above.

(i) When any such Holiday falls during an employee's vacation with pay and he would have become entitled to pay for such holiday not worked had he not been on vacation, he shall be paid for such Holiday.

WELFARE FUND

It is understood and agreed that the Terms and Conditions of the Welfare and Retirement Fund of District 18, United Mine Workers of America, as set out in the Trust Deed and the various additions and amendments thereto, are deemed to be a part of this Agreement.

Assessments due are to be paid into the Welfare Fund on the 25th day of the month on the previous month's production.

All previous changes to the Trust Deed, that have been agreed upon, are incorporated into the Trust Deed as of the date of this agreement.

From the date on which it is required to make contributions to the Canada Pension Plan, the Company's contribution to the Welfare and Retirement Fund of District 18, United Mine Workers of America, shall be reduced from twenty-seven (27) cents per ton of coal sold or used by the amount the Company is required to pay into the Canada Pension Plan on behalf of its employees who are members of the United Mine Workers of America.

Effective January 1st, 1967, the Company will pay the Canada Pension Plan contributions of its employees who are members of the United Mine Workers of America and will deduct a corresponding amount from its monthly contributions to the Welfare and Retirement Fund plus a surcharge to cover the estimated increases in cost of Workmen's Compensation and Holidays with Pay resulting from such payments. A reconciliation of such surcharge with actual cost will be made at the end of each calendar year and a sworn statement re such payments will be provided to the Welfare and Retirement Fund.

DOCTOR AND HOSPITAL ARRANGEMENTS

Doctor and hospital arrangements shall be as provided for in the Workmen's Compensation Act of the Province of Alberta.

MEDICAL SERVICES

The Company agrees to pay 25% of the actual M.S.I. premium costs for all employees covered by this Agreement.

GROUP INSURANCE

The Company agrees to contribute on a 50-50 basis with its employees to the cost of a Group Life and Indemnity Insur-

ance plan for the benefit of the employees providing for \$1,500.00 Life Insurance and \$50.00 per week indemnity for accident off the job or sickness for each employee who is a member of the United Mine Workers and who wishes this coverage.

* * *

In the event that world circumstances bring Canada to the point of declaring war, this agreement becomes inoperative and the parties hereto agree to meet within thirty (30) days to negotiate a new agreement effective as of the date of the declaration of war.

* * *

This Agreement is based upon the full appreciation of both parties of the need for increasing tons produced per man employed and requires that employees shall devote their full available time under the Regulations to the performance of their duties.

Each Contract Miner and other underground employee shall remain in or at his working place until the time specified by order as being the end of the shift. Such specified time shall make due allowance for the time necessary to walk to the checking-out place, or to the man-trip, where such is provided.

Failure to observe this provision, after two warnings, shall make the employee subject to discharge, unless good reasons can be given for leaving the working place before the times specified. Provided however, that the specified times above mentioned shall be subject to agreement between the management and the Local Union.

CONTRACT RATES

There shall be added to the earnings of Contract Miners at the applicable Contract Rates an amount of \$13.89 (July 3/68 — \$15.49) per day of eight hours.

CONTRACT RATES — ALL SEAMS

Gangway

To be driven 16 feet wide by height of seam, including all post timbering and lagging, including handling of coal and rock, per net ton 73 cents. If 25 degrees pitch or under, \$1.20 per lineal yard. If over 25 degrees pitch, \$2.10 per lineal yard. If over 35 degrees pitch, \$3.00 per lineal yard. If over 10 feet in height, above yardage rates to be increased by 50c per lineal yard.

Slopes

To be driven 16 feet wide by height of seam, including all post timbering, lagging, handling coal and rock.

Tonnage rate: Loaded into cars	73c per net ton
Loaded into conveyors	65c per net ton

Yardage rate:

Where pumping is required:

1 to 4 degree pitch	\$3.65 per lineal yard
5 to 11 degree pitch	4.47 per lineal yard
12 to 24 degree pitch	5.30 per lineal yard
25 to 31 degree pitch	6.50 per lineal yard
32 to 35 degree pitch	7.00 per lineal yard

Where pumping is not required:

1 to 4 degree pitch	\$2.10 per lineal yard
5 to 11 degree pitch	2.48 per lineal yard
12 to 24 degree pitch	3.30 per lineal yard
25 to 31 degree pitch	4.50 per lineal yard
32 to 35 degree pitch	5.00 per lineal yard

Pumping shall include removing the water separately from the coal in any other manner than pumping.

Seam Rock

In all seams rock shall be paid extra at the rate of 1c per inch in thickness per foot in width per lineal yard where loaded out; 6/10 of a cent where gobbled only.

Cap Rock

Cap rock shall be paid for at the rate of eight hundred and twenty-five (825) thousandths of one (1) cent per inch in thickness, per foot in width, per lineal yard.

All Rock

Where loaded into cars:

At the face	\$1.30 per car
From the gob	0.57 per car
Rock stored	0.73 per car

Brushing Floor Rock in Gangways

The brushing of floor rock in gangways shall be paid for as follows:

Company to furnish powder and caps, plus \$1.50 for each car of brushing rock.

The gangways to be brushed for a level floor, from low rib to high side, as and when required.

Breasts and Angles

To be driven 16 feet wide by height of seam, including all post timbering, lagging, handling of coal or rock, per net ton, 73 cents where coal is loaded in regular mine car, and 63 cents where coal is put into chute.

Yardage shall be paid in the first breast above the gang-way at \$1.00 per lineal yard if the pitch is 25 degrees or under; at \$1.75 per lineal yard if the pitch is over 25 degrees.

Pillars

30 feet wide by height of seam, securely timbered with post timbers, handling coal and rock, per net ton, 62 cents where coal is loaded in regular mine car, and 51 cents where coal is put into chute.

Abnormal Places

Places less than 12 feet wide and less than 6 feet in height will be compensated for in the matter of powder and caps.

Room and Entry Timbering (When Required)

\$1.20 per set, 6 to 8 inches diameter

\$1.50 per set, 8 to 10 inches diameter

\$1.80 per set, 10 to 12 inches diameter

The above prices are based on the collar being 16 feet long, with two side props and centre prop, when required, suitably lagged. If more or less than 16 feet long, to be paid for in proportion.

Square Sets

Square sets composed of three pieces framed and securely lagged when used in entries shall be paid for as follows:

For sets 14 feet between notches,

12 to 16 inch timber \$3.00 per set

For sets 14 feet between notches,

12 to 16 inch timber and over 16 feet

high or on pitches over 35 degrees \$4.80 per set

Lagging — All Mines, All Seams

- (a) Where post timbering is in effect, 8 pieces of high side lagging is intended.
- (b) Where sets are used, 8 pieces of lagging are covered in the price per set, whether these be on the collar or on the high side, or both.
- (c) All lagging placed per set or between posts in excess of 8 pieces shall be paid for at the rate of 5c each.
- (d) The term "lagging" means a slab or split prop not exceeding 4 inches in thickness.
- (e) It is further agreed that in any special case where a type of lagging other than that as described above is required to be used, payment for same will be negotiated.

Roof Bolting

Roof bolting to be paid for at the rate of \$1.20 per bolt 6 feet to 8 feet in length including placing of cap piece or plank and laggings as required.

Shovelling in Cross-Cuts or Pillars

Unless car is furnished, shovelling of coal in cross-cuts or pillars shall be paid extra per lineal yard as follows:

	Cross-cuts	Pillars
Over 15 feet and to 25 feet	\$0.40	\$0.70

When contract miners are breaking off new pitches or cross-cuts by hand to make space for a conveyor drive, the overshoovel rate shall be —

10 feet to 15 feet \$2.80 per lineal yard

Delivery of Cars

To be made according to present practice.

CONTRACT RATES — LOADING COAL ON CONVEYORS

All Places

Payment to be made as follows:

Pillars	54c per ton
All Other Places	65c per ton

Where the conveyor is 3 feet or more in height above the floor, the rate for loading into cars shall be paid.

General Conditions re Conveyor Loading

When coal is hand-loaded onto conveyors at the above contract rates, it is agreed:

(1) That the Company will deliver all material, including timber, conveyor pans and parts, to a point within 60 feet of the working face.

(2) The Company will install, maintain and repair the conveyors as and when necessary.

(3) In places being driven across the pitch the miners will start and stop the conveyor, connect and adjust the telescopic loading pan as and when necessary, payment for this work being included in the contract loading rate. Whenever practical to do so the Company will install a suitable signal or control system.

(4) The miners will extend the pan line as and when necessary during the course of their work; payment for the same as follows:

For 10 ft. "Joy" pans	\$0.50 each
For 13 ft. "Goodman" pans	\$1.00 each
For Chain conveyor pans	\$1.00 each

Chute building, 59 cents per lineal yard, to be built according to present practice, 4 feet wide, unless otherwise ordered by the Pit Boss — First length of chute, 16 feet, \$2.99.

Bulkheads, according to present practice, \$2.99. All re-

timbering and replacing broken timbers in breasts and pillars where required by the Pit Boss to do so, and if done by contract work, 8-inch or 10-inch timber at 6 cents per foot.

Cap Pieces

The Company agrees to supply contract miners with ready-made cap pieces.

Pulling Rails in Pillars

Miners shall be paid Company time for pulling rails in pillars, when required by the Company to do so.

Man Trips

The Company agrees to supply mantrips in all seams where practical to do so subject to the approval of the Mines Department.

Overpush

In rooms 150 feet to 250 feet ----- \$0.59 per lineal yard

In pillars 150 feet to 250 feet ----- \$1.11 per lineal yard

In no case will miners be asked to push cars over 250 feet.

Bridge Sticks

Bridge Sticks 14 feet between notches, 12 to 16 inches in diameter — \$3.00 each.

Driving Pitch Cross-Cuts

Where necessary to drive a pitch cross-cut through an abnormally thick pillar, the Company will furnish a conveyor.

Drawing Pillars

In drawing a pillar, where one fast side is along a fault, the last nine feet in width along the fault shall be paid five

cents per ton extra, or the equivalent percentage where paid by yardage.

Miners Running Hoists and Turning Switches

The existing practice will be continued at the following rates:

In Jigs — Up to 150 feet 1 hour extra

In Slopes — Up to 150 feet 1 hour extra

Over 150 feet — The Company to supply a hoistman.

In Jigs and Slopes — Turning Switches only — $\frac{1}{2}$ hour extra

Unclaimed or Unchecked Contract Coal

Where contract miners send out cars of coal without checks, the amount due the miner therefor shall, unless a claim for such car is substantiated, be credited to a fund to be mutually agreed on.

Change Sheets

Change sheets shall be posted in a conspicuous place in the check room.

Dockage

The dirt or slate or other impurities picked from coal going over picking tables or screens shall be weighed for a period of six (6) working days. From this method of weighing, the average weight of waste contained in each mine car will be determined, and form a basis of deductions per car in favor of the Company; or, in other words, presuming that the average dirt taken from each car equals 17 pounds, then the Company will have the right to deduct from the weight of each pit car 12 pounds, to compensate them for hauling and handling of waste. If the average of waste in each car does not exceed 5 pounds per car there will be no deductions made for waste, the 5 pounds per car being considered a reasonable allowance per car for slate or waste the miner or loader cannot consistently pick out from the different kinds of coal.

If the average weight of the dirt in each car exceeds 17 pounds or runs below 17 pounds, the difference between the actual average weight of dirt in each car and the 5 pounds per car allowance shall form the basis of allowance for waste.

It is further understood that this system of weighing the average dirt sent out in each car may be checked at either the request of the miners or the Company at any time during the life of this agreement.

Further, should the dirty coal or slate sent out by the miners exceed the allowance above specified, the following system of fines to prevail:

First offence: 50 pounds of rock or slate, warning and fine of 100 pounds of coal.

After first offence: 65 pounds of rock or slate shall be fined 200 pounds of coal, 85 pounds of rock or slate shall be fined 400 pounds of coal, and 150 pounds of rock or over shall be fined all coal in the car and be liable to discharge.

The weighman shall give the first warning and keep record of offences, and report them daily to the Mine Manager.

LOCAL CONDITIONS

Tools

The Company will take back mining tools when contract miners are leaving its employment the same to be valued by the management of the mine and paid for up to 90 per cent of their value.

All employees other than contract miners and tradesmen whose occupations require the use of tools such as pick, shovel, axe, saw, stillson or crescent type wrenches, will be supplied with one set of such tools by the Company and the employees will be responsible for their safe-keeping or for any damage to them. A book entry will be debited against the employee but no collection will be made on this account unless and until the employee leaves the service of the Company and is unable to return the tools so acquired in reasonably good condition. Any replacement of such tools will be paid for by the employee.

House Rents

\$1.50 per room per month, plus \$6.00 per month effective February 1st, 1959, with the following exceptions:

- (1) Those houses constructed in 1949 and 1951 in the Prospect and Hospital Districts to be increased \$5.00 per month effective February 1st, 1959.
- (2) Ground Rents to be increased \$1.00 per month effective February 1st, 1959.

Electricity Rates

20 K.W.H. or less per month	\$2.70
Less Discount for payment in 10 days	0.30
	<u>\$2.40</u>

All over 20 K.W.H. per month — 1½ cents per K.W.H.

If a domestic hot water heater is installed with connection through the meter — All over 400 K.W.H. per month, 1 cent per K.W.H.

"Hot Water Heater" does not include water heaters for house heating.

Employees only to be charged a minimum of \$2.40 per month.

Blacksmithing

50 cents per month.

Water and Sewer Rates

The Canmore Mines Limited agrees that so long as it supplies these utilities the rates for employees and retired employees shall be the same as those which apply in the town of Canmore, less 25 per cent.

Fuel to Employees

Per Ton Delivered

	July 3/67 - July 2/68	July 3/68 - July 2/69
Briquettes	\$10.30	\$10.80
Screened Coal	8.60	9.10

Delivery by private trucks contracted by Company.

AGREEMENT COVERING STRIP MINES

It is accepted by both parties that this Agreement covers all stripping operations that are operated by the Company in conjunction with its underground operations but with such modifications as appear necessary to properly apply the said Agreement to such operations and in particular to the following matters:

Settlement of Local and General Disputes

Where a dispute arises at a stripping operation the employee concerned or a Union representative from the stripping operation may accompany the Pit Committee, when the matter is being taken up with the Mine Manager, and the foreman concerned may be present with the Mine Manager when the matter is being discussed.

New Work

The United Mine Workers agree that the New Work Clause shall not prevent or interfere in any way with the making of contracts on the part of the Company with owners of heavy equipment designed for the purpose and normally used for digging and moving of overburden or the excavation or loading of coal in connection with any stripping operations; but it is accepted that where a coal company does so contract for the work done, the employees of such contractor will for all purposes of the Agreement be considered to be employees of the Coal Company.

Preference of Employment

Seniority provisions shall be applied to stripping employees as a classification. Nothing in the Agreement shall be construed to prevent a stripping contractor from moving his employees from one operation to another operation under his control.

Trucking

Where the Company has its own trucks in service on stripping operations and including the hauling of coal and refuse between the pit and plant, the Company is required to pay

only the day wage rate to the truck drivers as provided in the Agreement.

Whenever the Company wishes to displace the non-Company owned trucks engaged in hauling strip coal or refuse by trucks owned by the Company it is entitled to do so; and the Company is required to pay the driver the day wage rate as provided in the Agreement. Non-Company trucks at that time engaged in hauling strip coal or refuse will be laid off in the order of inverse seniority, meaning the last truck employed will be the first truck released.

It is agreed that truck drivers displaced as per the preceding paragraph will be given preference of employment as drivers of the Company-owned vehicles which displace their trucks. Preference to be on the basis of seniority. All seniority and preference of employment is to be subject to the ability of the employee to do the work required.

The Company agrees that fleet-owned trucks will not be employed so as to displace non-company trucks already in the employ of the Company, but where no owner-driven trucks are employed, the United Mine Workers of America agree that it is the Company's right to hire a fleet of not less than four trucks or wagons, which shall not be owner-driven, from a bona fide truck owner, as pieces of equipment on any basis mutually agreeable to the Company and the owner of said equipment, and that drivers will be employed at Agreement rates and subject to all of the provisions of the Agreement.

It is agreed that on hauls where individually-owned trucks are already operating on a contract haulage rate, fleet-owned trucks will not be hired at a lesser contract rate.

It is agreed that the making of contract haulage rates for individually-owned trucks at each operation shall be a matter of negotiation between the Company and the United Mine Workers. It is further agreed that the existing rates now in effect shall be used as a basis for the negotiation of an Agreement.

For the purpose of regulating the operation of trucks and avoiding unnecessary delays, it is agreed that the Company has the right to determine the starting time of each individual truck within the limits of one hour after the commencement

time of any regular shift. Said starting schedules to be arranged by the Company and posted.

This Agreement is made in substitution for and abrogates the stripping memorandum and accompanying letter from Mr. Stubbs to Mr. Livett, which documents are dated March 4th and 5th, 1947.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands at Canmore, Alberta, this 28th day of June, A.D. 1967.

Signed on behalf of:

DISTRICT 18, UNITED MINE WORKERS OF AMERICA

"Wm. Ure"

"T. E. Fisher"

"C. T. Gillies"

"M. P. Susnar"

Signed on behalf of:

THE CANMORE MINES, LIMITED

"Wm. Wilson"

"W. J. Riva"

"W. C. Whittaker"

Witness to all signatures:

"M. D. Flynn"

THE CANMORE MINES LIMITED

SCHEDULE "A"

INSIDE DAY WAGE RATES

	Per Eight Hour Day	
	July 3/67 -	July 3/68 -
	July 2/68	July 2/69
Utility Man	\$21.91	\$23.75
Rock Miner	20.15	21.75
Miner	19.67	21.27
Shotlighter	19.67	21.27
Bratticeman	19.67	21.27
Timberman	19.67	21.27
Tracklayer	19.67	21.27
Timber Handler	19.35	20.95
Hoistman	19.29	20.89
Motorman	19.29	20.89
Driver	19.29	20.89
Rope Rider	19.29	20.89
Locomotive Engineer	19.28	20.88
Bratticeman's Helper	19.00	20.60
Timberman's Helper	19.00	20.60
Tracklayer's Helper	19.00	20.60
Motorman's Helper	19.00	20.60
Pipe Fitter's Helper	19.00	20.60
Locomotive Switchman	19.00	20.60
Cagers, Slope and Incline	19.00	20.60
Pumpman	19.00	20.60

Per Eight Hour Day
July 3/67 - July 3/68 -
July 2/68 July 2/69

All Other Labour Unclassified	19.00	20.60
Boys to 18 years	17.74	19.34
Boys Over 18 years	Man's Rate	

DUCKBILL

Three-Man Crew

Machine Runner (in charge of place)	\$21.19	\$22.79
Duckbill Operator	20.79	22.39
Faceman	20.39	21.99

Four-Man Crew

As above with the addition of a Second Faceman	20.39	21.99
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This man may be required among his other duties, to attend to loading at the discharge end.

It is understood that the Crew duties may be intermingled.

CONTINUOUS MINER

Operator, with Miner's Certificate	\$22.94	\$24.78
Faceman, Roof Bolter or Roof Driller qualified to take charge of a working face	21.91	23.75
Mechanic — Same qualifications as called for in top Machinist's Rate	21.91	23.75
Shuttle Car Operators	21.91	23.75

It is understood and agreed that the above rates apply only to Continuous Miner Crew Members whose duties require their work to be intermingled.

It is understood and agreed that for the purpose of ensuring the fullest possible operation of the "Miner" during each shift and so that a relief man will always be available to take over its operation, two crew members who hold Miner's Certificates and who are fully qualified and able to operate the "Miner" will be paid the Operator's Rate. The relief Operator may be either the crew Mechanic or one of the Facemen, as designated by the Management.

MOBILE LOADER

Per Eight Hour Day

July 3/67 - July 3/68 -
July 2/68 July 2/69

Mobile Loader (Gathering Arm Type)

Operator	\$21.44	\$23.04
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OUTSIDE DAY WAGE SCHEDULE

Power House Engineer

2nd Class	\$20.58	\$22.18
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3rd Class	20.08	21.68
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4th Class	19.58	21.18
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Caterpillar Driver	19.89	21.49
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Hoisting Engineer (Electric Hoist)	19.83	21.43
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Electrician

1st Class	19.77	21.37
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2nd Class	19.28	20.88
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Air Table Operator	19.77	21.37
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Blacksmith	19.77	21.37
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Carpenter	19.77	21.37
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Per Eight Hour Day		
	July 3/67 - July 2/68	July 3/68 - July 2/69
Machinist	19.40-19.77	21.00-21.37
Welders — Acetylene and Electric:		
1st Class	19.77	21.37
2nd Class	19.28	20.88
Washery Operator	19.40	21.00
Picking Table Operator	19.40	21.00
Box Car Loader Engineer	19.40	21.00
Car Repairer	19.40	21.00
Hoistman	19.29	20.89
Motorman	\$19.29	\$20.89
Fireman	19.17	20.77
Blacksmith's Helper	19.17	20.77
Carpenter's Helper	19.17	20.77
Car Repairer's Helper	19.17	20.77
Machinist's Helper	19.17	20.77
Tipple Dumper	19.17	20.77
Breaker Picker Boss	19.17	20.77
Switchman	19.00	20.60
Lampman	18.84	20.44
All Other Labour Unclassified	18.79	20.39
Boys to 18 Years	17.19	18.79
Boys Over 18 Years	Man's Rate	

Briquette Plant Men

Pressman	\$19.45	\$21.05
Mixer	19.45	21.05

Per Eight Hour Day

**July 3/67 - July 3/68 -
July 2/68 July 2/69**

Box Car Loader Man	19.40	21.00
Box Car Loader Helper	18.79	20.39
Oiler	18.79	20.39
All Other Labour Unclassified	18.79	20.39

Carbonizing Plant Men

Carbonizing Plant Operator	\$19.77	\$21.37
Carbonizing Plant Helper	19.17	20.77

EMPLOYEES WITH CERTIFICATES

An increase of \$1.00 per day over and above the wage rates stated above will be paid to Certificated Machinists, Mechanics, Welders, Electricians and Power House Engineers. (With reference to Power House Engineers, this increase to apply only when such Certificate is required to cover the job performed.)

DAY WAGE RATES — STRIP MINES

Caterpillar Operators

(The above rates to cover all Caterpillar Operators regardless of the attachment used.)	\$19.89	\$21.49
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Shovel Operators

(The above rates to apply for all Shovel attachments.)	21.52	23.12
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Drillers	19.36	20.96
Driller's Helpers	18.79	20.39

	Per Eight Hour Day	
	July 3/67 - July 2/68	July 3/68 - July 2/69
Truck Drivers, including		
Euclid Drivers	19.28	20.88
Oilers	18.79	20.39
Common Labour	18.79	20.39
Mechanics 1st Class	19.77	21.37
Mechanics, 2nd Class	19.28	20.88

SHIFT DIFFERENTIAL

For hours worked on afternoon and night shifts, premium rates shall be paid as follows:

Afternoon Shift 4c per hour

Night Shift 6c per hour

Shift differentials will not apply where time and one-half is being paid for time worked in excess of eight hours.



